

Turnaround Principle One: Ensuring Strong Leadership Guidance

- (i) providing strong leadership by: (1) reviewing the performance of the current principal; (2) either replacing the principal if such a change is necessary to ensure strong and effective leadership, or demonstrating to the IDOE that the current principal has a track record in improving achievement and has the ability to lead the turnaround effort; and (3) providing the principal with operational flexibility in the areas of scheduling, staff, curriculum, and budget

Priority Schools

	2011-2012	2012-2013
Priority School	D	D
Priority School	D or F	D or F
Priority School		F

For Identified Priority Schools the following process must be completed by **February 28, 2014**.

- Use the form, "Principal Ensuring Strong Leadership Rubric and Superintendent Verification for Priority Schools" (PRINTP1) to evaluate principals to determine:
 - Ability to lead the turnaround work
 - Past track record of improving student achievement (**It is important to note that when evaluating this component, the IDOE will look at the principal evaluation being used by the local district and whether or not the principal has met the bar for improving student achievement as reported on the local principal evaluation.**)
 - Based on the evaluation, evidence, data, and length of years a principal has served in a priority school, the superintendent will complete either step 2, 3, **or** 4 below.
- By February 28, 2014:** For principals serving in a Priority school **three or more** years, if the superintendent evaluates the principal and determines the principal meets the requirements for leading a priority school, (*ability to lead the turnaround work, and past track record of student success*) the superintendent **must submit****:
 - The "Principal Ensuring Strong Leadership Rubric and Superintendent Verification for Priority Schools" form with the documented evidence used to determine **an effective** rating on

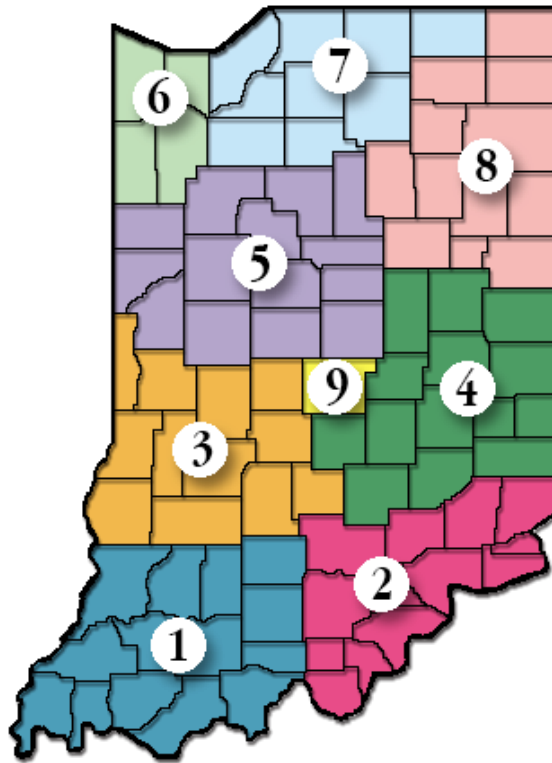
each of the indicators included on the principal evaluation form. The actual evidence and supporting documentation used to determine **effective** must also be submitted with the form. *For a principal to remain in a priority school, he/she must be rated **effective** on each of the 10 indicators.*

2. The principal's resume
 3. The data to support the "past track record of student achievement success" requirement
 4. The superintendent's signature on the "Verification Form"
 5. The "Ensuring Strong Leadership" (ENSURETP1) document including data to IDOE
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3. **By February 28, 2014:** If the superintendent evaluates the principal and determines a new principal is needed to lead the turnaround work in a priority school, the "Removal and Replacement Principal" (REPLACETP1) document needs to be completed, including the criteria used to evaluate and determine the new principal has the ability to lead the turnaround work and a past track record of student success.
 4. **By February 28, 2014:** For principals serving in a Priority school either **year 1 or year 2**, the Superintendent must submit an "Assurance Letter" (YEAR1or2TP1) and include the criteria used to determine the principal's ability to lead the turnaround work and the past track record of student success.

Additional Legal Requirements for Priority Schools:

5. Analyze school data
6. Identify "Primary Areas for Improvement" (PAIs), minimum three
7. Create "SMART" goals
8. Determine specific interventions – a minimum of three interventions are required for Priority schools
9. Interventions must be aligned to all 8 of the Turnaround Principles for Priority schools
10. **By February 1, 2014:** Submit the Student Achievement Plan to IDOE
11. **Spring 2014:** Participate in two monitoring visits
12. Collaborate with IDOE Outreach Coordinators to identify needs and secure resources to assist school improvement
13. **By March 1, 2014:** Conduct a public hearing and allow public testimony concerning the school's improvement status
14. **By April 1, 2014:** Submit your public hearing notice to IDOE

****All documents should be submitted to regional**



Indiana Department of Education

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